

Teamsters for a Democratic Union

Sending Blank.



Mailgram



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002			OCT. 11, 1996		

To: Hoffa and the Old Guard
From: The Members

We're Keeping Our Union!

Rank & File Convention
October 11-13 ♦ St. Louis

Welcome to the 21st Annual TDU Rank & File Convention

Welcome to St. Louis. We gather here one month before ballots go out in the second election for International Teamster officers. Naturally part of our convention will be devoted to that election, to planning our strategy to get out the vote and win. This is appropriate, because the future of our union will hinge on the election's outcome.

But TDU is about more than just winning an election. We have a view of what we feel a union should be—an organization that belongs to the members, that stands up to the employers, and that uses the power of an educated, informed membership. So our convention will also be about the future of the labor movement, about how we can affect it and be more involved.

We also gather to educate ourselves, and we have many important workshops to choose from. We will also meet by jurisdiction to plan national campaigns and to build networks.

Finally, we meet to choose our leadership for the coming year, and to discuss how we can build our movement throughout the union.

We hope you will enjoy the convention. We have much work to do, this weekend and in the coming months. But it is important that we also take a moment to celebrate the victories we have seen and how far we have come in the last 20 years. We will not go back, but look confidently to the future.

Convention Information

Convention Committee

Dan Campbell
Diana Kilmury
Ken Paff
Mike Ruscigno
Michael Savvoir

Administrative Committee

Alan Jacobson
Marilyn Penttinen

TDU Convention Office

The TDU office is located on the second floor in the Ascot room. From any hotel phone, ask to be connected to the Ascot. From outside the hotel call (314) 731-3040 and ask for the Ascot room or the TDU office.

International Steering Committee

Nominations for International Steering Committee (ISC) will take place Saturday morning in the main session. In order to be nominated you must be a member of TDU in good standing prior to the opening of nominations.

Voting for ISC will take place on Saturday from 5:30 p.m. to 7:30 p.m. in the Lower Terrace and from 10 p.m. to 11 p.m. outside the banquet room.

Those eligible to vote will have received a blue voting card at registration. **You must show this card to vote.**

Voting in business sessions may be conducted by a show of cards. We suggest that you keep your voting card with you throughout the convention.

Convention Name Tags

The Convention Committee asks that you wear your name tag throughout the convention.

TDU Literature Table

TDU literature and clothing are available throughout the convention at the TDU literature tables in the main lobby.

Smoking

There will be a designated smoking section in all general sessions. The convention committee asks that you not smoke during workshops.

Hotel Information

There will be a breakfast buffet in the hotel restaurant for \$6.95.

Hotel check-out time is 11 a.m. The hotel will hold your luggage for you until the end of the convention. Bring your luggage to the main lobby when checking out. Please do not bring luggage to the TDU office.

Convention Raffle

Our convention raffle is an important fund raiser each year.

This year's first prize is a trip to the 1997 inauguration of the General Executive Board and President. The winner will receive a plane ticket to Washington and one night's lodging in D.C. So buy a chance and then go out campaigning to make sure the right side wins!

Second prize is a "Members X-Press" limited edition truck, and third prize is a Teamster briefcase.

Tickets will be available at the literature table. Drawing will be Sunday at the closing session.

Acknowledgements

Each TDU convention is made possible by the commitment and support of our members. Also crucial to our success is the support we receive from the many attorneys, educators and labor activists who support our movement.

Attorneys

The TDU attorneys' network has played an indispensable role in promoting members' rights. They donate their time and expertise to assist TDU members and chapters, as well as the national organization. The attorneys present at this convention are only a few of the people who aid our movement nationally. We thank them for their efforts.

Volunteers

The staff would like to acknowledge the help of our volunteers who have taken time out of their weekend to work with us to put on this event. Members and supporters help to put on the convention in many ways, from helping to staff the literature table, working at registration, presenting workshops and more. A convention of this size would be very difficult to present without the help of these committed supporters.

Finally, we would like to thank the host chapter, the Gateway Area TDU Chapter, for their efforts in making this an enjoyable and useful convention.

The Goals of Our Convention

There are several purposes to our convention:

- To bring together our most active members from our chapters to generalize our experiences of the past year through participation in the workshops, plenary sessions and informal discussion at the convention.
- To discuss our plans to reform our union and protect and improve our contracts.
- To handle the business of our organization, including election of a new steering committee, voting on constitutional amendments and setting our dues.
- To learn from and be inspired by our movement, so we may go back to our chapters to educate and inspire others in the struggle to reform our

union.

To accomplish these goals at our convention, there are several parts, all of them important:

- Four workshop sessions
- Three plenary sessions
- Jurisdictional meetings
- Social events and special meetings

The convention has been planned for months, guided by your feedback from our last convention, by the International Steering Committee and the staff. Our goal is to maximize democratic participation by a large number of members. This means allowing enough time for debate on issues, and time for learning and sharing experiences in the workshops. No part should be cut short to make for the most effective convention possible.

The International Steering Committee

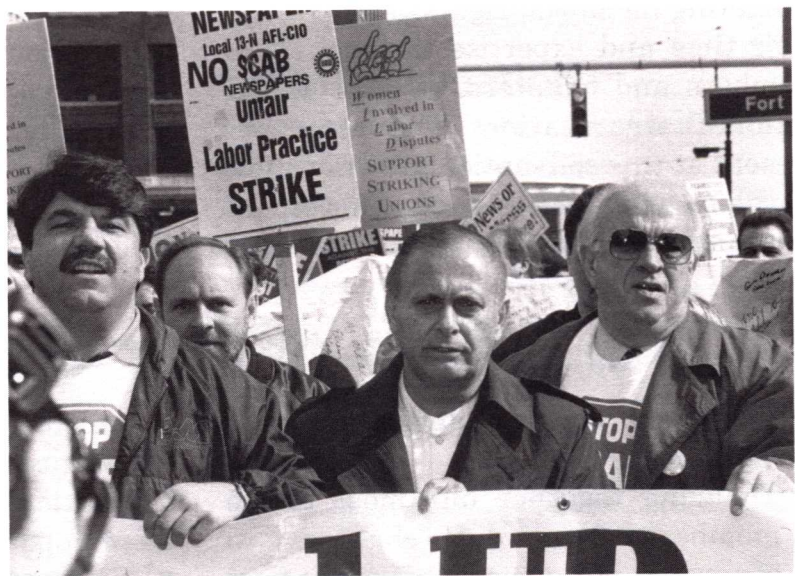
Convention Highlights

Reception for Diamond Walnut and Detroit Newspaper Strikers

At 5:30 on Friday, representatives from these two labor struggles will report on the current status of these fights.

In 1991, the primarily Latina workforce at Diamond was forced out on strike and has been on the picket line since then. Local 601 secretary-treasurer and TDU ISC member Lucio Reyes was one of those strikers prior to his election as top officer in his local. He, along with other Diamond strikers will report on recent victories against their employer, the largest agricultural cooperative in the state of California.

The fight at the Detroit News and Free Press has been center stage for unionists for over 15 months. Their employer, the Detroit Newspaper Agency, is co-owned by the twin media giants Gannett and Knight-Ridder. At last measure, the corporations have lost over \$250 million in revenue pursuing the destruction of the six unions involved. Over 1,000 Teamsters are on the picket line. Strikers from the DNA will tell you how your solidarity can help them win a fair contract.



Teamster President Ron Carey (center) marching in support of striking Detroit newspaper workers.

Saturday Banquet

We are honored to have the General President of the Teamsters union, Ron Carey speaking at our Saturday evening banquet program. President Carey has visited our conventions four out of the last five years.

President Carey first attended our convention in 1989, where he asked for our support in his bid for top office. Following debate, TDU members voted to extend that support, building a coalition that resulted in victory, and unprecedented change in our union.

President Carey will speak about the new direction of the union, as well as the prospects for the next five years.

Video Screening Room

Due to popular demand, we are extending the hours of video screening to all day on Saturday in the Tudor room, on the second level. A variety of IBT educational videos will be available to attendees to view.

Friday Schedule

Registration 11 a.m. - 5 p.m. Lobby

Hospitality 11 a.m. - 5 p.m. Lobby

Workshops 1 p.m. - 3 p.m.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP

Savoy

Local union leaders will discuss ways to reorient the direction of our locals toward more democracy and rank and file participation and away from the tired old practices of business unionism. Learn practical strategies and techniques for building our union's strength through membership mobilization.

SUSTAINING THE SPIRIT: BUILDING NETWORKS BEYOND THE CAMPAIGN

Bedford

How do we sustain our momentum beyond the campaign and channel it into contract campaigns, organizing, and more? We will develop strategies to keep Carey campaigners active, involved and fighting to keep a sharp edge on reform in our union.

WHAT DIRECTION FOR THE TEAMSTERS? THE NEXT FIVE YEARS

Regency

Evaluate and discuss some of the key issues facing our union in the next five years—cleaning out the remaining elements of the old guard, organizing, and building an activist union that mobilizes members and takes on larger issues of justice in our community.

Coffee Break 3 p.m. - 3:30 p.m. Lobby

Workshops 3:30 p.m. - 5:30 p.m.

HOW TO GET THE VOTE OUT: PHONEBANKING, LEAFLETING, AND MORE

Bedford

Detailed instructions on organizing our campaign for the final weeks and the big push to victory. National Carey campaign coordinators will join experienced rank and file phone bank experts in getting ourselves organized for victory.

UNION STRUCTURE: HOW IT WORKS AND HOW TO MAKE IT WORK FOR YOU

Savoy

What are the different levels of power and influence in the IBT and how do they function? What's behind the debate over local autonomy versus a strong International? Learn more about decision making, finances, and how we can make this structure work best for the membership.

THE 1996 IBT CONVENTION AND THE 1997 SPECIAL CONVENTION

Regency

Review events from Philadelphia and discuss the issues that remain on the table as we approach a special convention in 1997. How will the lineup of forces shift following a victory for reform this December? What opportunities does this create for strengthening reform in our union?

Reception with Diamond Walnut and

Detroit Newspaper Strikers 5:30 p.m. - 6:30 p.m. Upper Terrace

Spouse Reception 5:30 p.m. - 6:30 p.m. Lower Terrace

Dinner 6:30 p.m. - 7:30 p.m. Wiltshire/Hastings

Dinner Program 7:30 p.m. - 9 p.m. Wiltshire/Hastings

Speakers: Diana Kilmury, IBT Vice President
Tom Gilmartin, IBT Vice President

Reception and Cash Bar 9 p.m. - Midnight Wiltshire/Hastings

Saturday Schedule

Coffee 7 a.m. - 9:30 a.m. Lobby

Registration 8 a.m. - 10 a.m. Lobby

General Session 9:30 a.m. - Noon Wiltshire

Chair: Michael Savvoir, Local 41, Kansas City

Welcome: Steve Mayer, Local 525, Alton, Ill.

Speakers: Pat Frey, Local 174, Seattle

Kim Shanahan, Local 856, San Francisco

Mike Wilson, Local 966, New York City

The Future of Our Movement: Ken Paff, TDU National Organizer

Nominations for International Steering Committee (ISC)

Speaker: John Riojas, International Vice President

Lunch Noon - 1 p.m. Upper Terrace

Workshops 1 p.m. - 3 p.m.

Family and Medical Leave Act *Sussex*

How To Get the Vote Out *King James*

Managing Your Local Union Office *London*

Putting Members First in Contract Negotiations *Kent/York*

Running for Local Union Office *Chaucer*

Using the Ethical Practices Committee *Dorsett*

Pension Rights and Reform *Crown*

Workplace Strategies: Organizing to Win on the Shop Floor *Canterbury*

Coffee Break 3 p.m. - 3:30 p.m. Lobby

General Session 3:30 p.m. - 4:30 p.m. Wiltshire

~~Chair: Dan Campbell, Local 657, San Antonio~~

Financial Reports

Building Our Movement: Al Adams, Local 407, Cleveland

George Minori, Local 439, Stockton, Calif.

Victory in December: Sergio Lopez, Field Coordinator, Carey Campaign

Joe Fahey, Carey Campaign

Regional Campaign Activists Meetings 4:30 p.m. - 5:30 p.m.

Eastern Region *Dorsett*

~~Central Region~~ *watching*

Southern Region *Crown/Chaucer*

Western Region *King James*

Special Events and Cocktail Hour 5:30 p.m. - 7 p.m.

Reception with members of Ron Carey Slate *Upper Terrace*

UPS Teamsters Meeting: New Technology at UPS *King James*

Voting for ISC *Lower Terrace*

Banquet and Dinner Program 7:30 p.m. - 9 p.m. Grand Ballroom

Chair: Lucio Reyes, Local 601, Stockton, Calif.

Speakers: Bill Slater, Local 315 retired, Martinez, Calif.

Ron Carey, IBT General President

Reception and Cash Bar 9 p.m. - Midnight Grand Ballroom

Voting for ISC 10 p.m. - 11 p.m. *Hallway*

Sunday Schedule

Coffee 8 a.m. - 9 a.m. Lobby
 Women's Network Meeting 7:30 a.m. - 8:30 a.m. London
 Jurisdictional Meetings 9 a.m. - 11 a.m.
 Carhaul *Chaucer*
 Freight *King James*
 UPS *Sussex*
 Grocery and Warehousing *Dorsett*
 Local Contracts *Canterbury*
 Public and Service Sector *Crown*
 Lunch 11 a.m. - Noon Upper Terrace

Workshops Noon - 2 p.m.
 Women & People of Color Committee Meeting *Tudor*
 Building a Rank and File Caucus in Your Local Union *Kent/York*
 Film at 11: Guaranteed Techniques to Get in the News *Canterbury*
 Giving Your Boss an Art Attack *Chaucer*
 IBT Trusteeships and the Reform Movement *London*
 Legal Rights of Union Stewards *King James*
 Video Agitators *Crown*
 Closing Session 2 p.m. - 3 p.m. *Wiltshire*
 Chair: Michael Ruscigno, Local 802, New York City
 Introduction of ISC
 Election of TDU Officers
 Closing Remarks: Tom Leedham, Candidate for International Vice President



Saturday Workshops

FAMILY AND MEDICAL LEAVE ACT

Sussex

The FMLA of 1993 is one of the most important pieces of labor legislation since the National Labor Relations Act. A seminar giving an overview of this new law and what it means for union members and leaders, in terms of bargaining and membership rights involving absenteeism policies as well as family and medical leave.

Chair: George Beam, Local 651, Lexington, Ky.

Presenter: Robert Schwartz, Attorney, Boston

GET THE VOTE OUT: PHONEBANKING, LEAFLETING, AND MORE

King James

Repeated from Friday.

MANAGING YOUR LOCAL UNION OFFICE: FINANCES & ADMINISTRATION

London

Learn the nuts and bolts of getting the union hall in order from finances to staffing to planning. Local union officers will discuss how they organize their time, build local union programs, conduct meetings, and more.

Chair: Ken Margolies, IBT Education Department, Washington, D.C.

Panel: Dan Campbell, Local 657 Business Agent, San Antonio

Ken Hilbish, Local 528 President, Atlanta

Mike Schaffer, Local 377 President, Youngstown, Ohio

PUTTING THE MEMBERS FIRST IN CONTRACT NEGOTIATIONS

Kent/York

Develop a successful strategy that takes "Putting Members First" from a slogan to a plan of action in your local. Learn how to use one-to-one contact, membership surveys, solidarity actions, and other techniques to transform contract negotiations into a collective action with more muscle at the table.

Chair: Mike Turnure, Local 320, Minneapolis

Presenter: Tom Leedham, Warehouse Division Director, Local 206, Portland

RUNNING FOR LOCAL UNION OFFICE

Chaucer

Learn proven strategies and tactics from successful candidates on how to run a campaign for local union office. Topics include writing and designing literature, fundraising, face-to-face campaigning, building your network, and more.

Chair: Gail Sullivan, Local 283 administrative advisor, Detroit

Panel: Joyce Mims, Local 728 spouse, Atlanta

Jim Benson, IBT Vice President, Local 104, Phoenix

Willie Smith, Local 413, Columbus

USING THE ETHICAL PRACTICES COMMITTEE

Dorsett

Learn the ins and outs of the Teamster's Ethical Practices Committee and how it works. EPC panelists will explain when and how to file a complaint, how it is handled, and the investigation and hearing process.

Panel: Tom Gilmartin, IBT Vice President, Local 559, Hartford, Ct.

John Riojas, IBT Vice President, Local 657, San Antonio

WORKPLACE STRATEGIES: ORGANIZING TO WIN ON THE SHOP FLOOR

Canterbury

Trying to build grievance support? Trying to build workplace solidarity? Trying to figure out how to create bargaining power for your next negotiations? This workshop is designed to help us learn how to put our ideas into action.

Chair: Jim Jacob, Local 251, Providence, R.I.

Presenter: David Sword, Local 174, Seattle

PENSION RIGHTS AND REFORM

Crown

Report and discussion on major issues involving our pension funds. Why do benefits differ from plan to plan? Can we win cost of living adjustments for retirees? Also to cover the status of pension plans for officials.

Sunday Workshops

WOMEN AND PEOPLE OF COLOR COMMITTEE

Tudor

The committee will host a workshop on fighting discrimination conducted by Maria Elva Maldonado from the IBT Education Department and then meet to discuss plans for the upcoming year.

Chair: Michael Savvoir, Local 41, Kansas City

BUILDING A RANK AND FILE CAUCUS IN YOUR LOCAL UNION

Kent/York

Rank and file reformers will discuss the steps they followed in organizing a successful caucus in their local unions. Whether you are just getting active or are part of an established group in your local, activists can acquire new tools and develop new strategies to spread reform wider in your local union.

Chair: Don Stone, TDU Staff, Detroit

Panel: Al Adams, Local 407, Cleveland

Dan Campbell, Local 657, San Antonio

Pat McBride, Local 599, Tacoma, Wash.

FILM AT 11: GUARANTEED TECHNIQUES TO GET IN THE NEWS

Canterbury

Media experts will teach professional techniques for getting our activities noticed by the media.

From newspapers to radio to television, labor's voice needs to be heard and we, as Teamsters, should take the lead in making it happen.

GIVING YOUR BOSS AN ART ATTACK

Chaucer

Art and humor can often be an effective outlet for identifying problems in the workplace. Learn creative, innovative and fun ways to put our creative talents to work and to put pressure on your boss.

Chair: Mike Ruscigno, Local 802, New York

Presenter: Ricardo Levins-Morales, Northland Poster Collective, Minneapolis

HOW TO BE A VIDEO AGITATOR

Crown

Presentation and discussion on the use of educational and agitational videos to involve members in the union and the reform movement. Videos on trusteeships, smart strategies, and volunteer organizing committees are among those that will be considered.

IBT TRUSTEESHIPS AND THE REFORM MOVEMENT

London

Over 65 locals have been put into trusteeship under Ron Carey's leadership of our union. Learn when and why they happen and what rank and filers are doing to rebuild these local unions from the bottom up once the fat cats have been tossed out.

Chair: Gene Moriarty, International Rep, Local 677, Waterbury, Ct.

Panel: Jim Powell, International Rep, Local 688, St. Louis

Susan Jennik, attorney, Locals 966 and 295, New York

LEGAL RIGHTS OF UNION STEWARDS

King James

Attorney Robert Schwartz, author of the book of the same name, will discuss your rights under the Weingarten rule, the steward's right to information from the company, and NLRB protection from company-imposed unilateral contract changes.

Chair: Homer Lambert, Local 743, Chicago

Presenter: Robert Schwartz, attorney, Boston

Happy 20th Birthday, TDU!

Twenty years ago — on September 18, 1976 — some Teamsters gathered in Kent, Ohio, to form a new kind of Teamster movement. They had a vision of a union that includes the rank and file, that is based on democratic structures, and is inclusive, vibrant and innovative.

Big time Teamster officers like Jackie Presser were at the convention—on the outside, picketing against our movement. Our support was built totally on the grassroots level. We had no power except the power of our ideas and our determination to put those ideas into action.

We turned that vision into a force to be respected by friend and foe alike. Our persistence, our solidarity, our dedication to principles have kept us on course. That spirit is alive and well 20 years later as we assemble in St. Louis on the eve of our biggest test yet. The old guard Teamster officials, backed by major employers, are seeking to roll back our gains and snatch the victories we've achieved.

All that we've worked for is on the line in the weeks to come. That vision that animates the TDU movement will take a leap forward or be set back.

The difference between victory and defeat could well be in our hands. We need to put our ideas and our determination to work in the coming weeks, as never before, to turn the corner on the long fight with the old guard officials that represent the worst in our history.

The Past Year

In the past year we've seen some previews of where we need to go in the future and some clear reminders of what's at stake in this battle.

It was almost a year ago, just after our last TDU Convention, that the Teamsters union cast the deciding votes in electing the challengers within the AFL-CIO. That change represents an opening, the possibility of change within the labor movement as a whole.

In the past year we've seen the Overnite organizing drive launched by the IBT continue, and recently win the biggest victory yet with the Memphis vote in September. We need to build on this new approach to organizing, based on active membership involvement.

Our Vision vs. Theirs

The old guard, with James Hoffa Junior as their front man, has put forward their own vision. They want to dismantle the IBT organizing department and abandon the drive to revitalize the labor movement. They want to go back to methods of the 1950s as we enter the next century.

At the July IBT Convention, they put their frightening vision out front for all to see. They successfully campaigned to "free" Frank Wsol, who had blacklisted a member for writing a critical letter. They fought to dismantle the union's power to put corrupt locals into trusteeship. They proposed "local autonomy" as their central goal. This would mean abandoning innovation in favor of letting each local fend for itself.

TDU members who were delegates were in the lead in combatting that frightful vision. They spoke out again and again for a progressive program. TDU delegates were prepared to be on the cutting edge of reform within the Carey coalition.

Since 1976, TDU has translated its vision into reality. We've established a track record of accomplishments like winning Majority Rule voting on contracts, the Right to Vote for our International officers and delegates, "innocent until proven guilty" language changes in the national master contracts, and much more. It was a long, hard fight to get those things. The fight for justice in the face of employer attacks will be even harder. We need TDU to be part of a fighting movement, providing leadership and a vision of what the Teamsters can be at its best.

The union is only as good as the members make it. Leaders can't substitute for a mobilized and educated rank and file. That's real power and that's our vision. The old guard want the members to stay asleep. So do the employers, that's their vision.

The Next Month and the Future

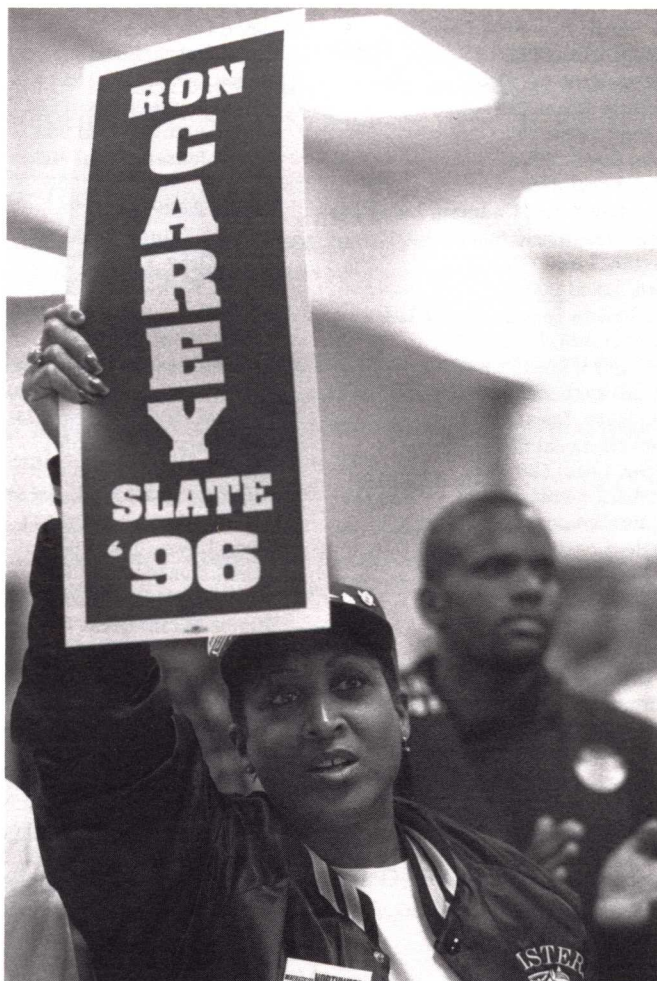
We meet just one month before the ballots are mailed and two months before they are counted. This could very well be the most critical period in TDU's history, as the Teamsters union comes to a fork in the road.

We're confident that together we can make the difference at this crucial point, and insure victory for the Ron Carey slate and for the labor movement's future.

Beyond that, we need to recall what Victor Reuther told us five years ago, on the eve of our great victory. He told our 1991 convention that the pressure from the employers, the government, and old guard officials is strong on our labor leaders. They can't stand up straight without positive pressure from the rank and file. We need a stronger TDU movement pushing from the members' side, helping our best leaders to stand tall and move forward.

We dedicate ourselves to that task.

You've shown your commitment by coming to this, our 21st TDU Rank & File Convention. Take advantage of your time here. Meet new people, including the TDU staff and leaders. Learn everything you can. Don't be afraid to ask questions or speak out. Get any materials you need, including for the weeks ahead in the campaign. Then let's go home and knock the old guard out once and for all.



TDU Donors

TDU members know that in order to move forward, we must have financial resources. Every TDU member supports the organization through their dues. Some members give beyond that amount. Their help makes it possible for TDU to do the work it does.

We would like to recognize those Teamsters whose generous financial donations of \$200 or more have supported the continuing work of our national organization.

A number of members have indicated their desire to remain anonymous. This salute is directed to them as well. The organization would like to thank all TDU members and supporters for their active support.

Glen Abrams, Local 688
 Alex Adams, Local 407
 Phillip & Shirley Adams, Local 705
 Mary Allan, Local 63
 Scott Askey, Local 63
 Malcolm Austin, Local 30
 Thomas Baker, Local 317
 William Barbre, Local 705
 John L. Barker, Local 525
 Bob Bastian, Local 120
 Steve Baudo, Local 344
 William Bauman, Local 688
 George Beam, Jr., Local 651
 Janet Beaver, Local 657
 Bill Beeney, Local 657
 William Belanger, Local 25
 Jim Benson, Local 104
 Delmar & Sarah Bequette, Local 600
 Richard Berg, Local 743
 Louis Bettencourt, Local 287
 Richard Black, Local 728
 Bob Blanchet, Local 287
 Alvin Bode, Local 528
 Gene Bond, Local 325
 Lorene Bradley & Les Cadman, Local 142
 Virginia Bratton, Local 320
 John Braxton, Local 623
 Tim Buban, Local 200
 Howard & Frieda Burgan, Local 104
 Dominick Buscemi, Local 773
 Laura Caballero, Local 890
 Michael Caffrey, Local 868
 Peter Camarata, Local 299
 Dan Campbell, Local 657
 John Carter, Local 550
 D.J. Chambers, Local 407
 Darryl Connell, Local 200
 Paul Copple, Local 745
 Jim Cox, Local 771
 Lee Culver, Local 707
 Carl & Laura Davis, Local 164
 David Dethrow, Local 688
 Dominic DiDonna, Local 676
 Jim Downing, Local 676
 Merlin Durham, Local 29
 E. Warren Eads, Local 886
 Joe Fahey, Local 912
 Allan Fenske, Local 155
 John R. Flanigan, Jr., Local 413
 Ray Fletcher, Local 313
 Patricia Franks, Local 773
 Gillian & Randy Furst, Local 1145
 Todd Furst, Local 430
 Gerald Gallagher, Local 243
 Tim Gallagher, Local 407
 Alfredo Garcia, Local 657
 Peter George, Local 391

Greg Gigg, Local 25
 Tom Gilmartin, Local 559
 Steve Goldberg, Local 490
 Bob Golubovic, Local 710
 Gilbert Gray, Local 490
 Bob Gunnerson, Local 853
 Richard Hagen, Local 26
 Willie Hardy, Local 667
 Chet Harty, Local 174
 Robert Hasegawa, Local 174
 Robert Heckwolf, Local 600
 David Henricks, Local 135
 Richard Herman, Local 299
 Robert Hickey, Local 528
 Paul Host, Local 200
 Robert Hoyng, Local 957
 Ron Humphrey, Local 677
 David Iho, Local 337
 David Issacs, Local 916
 James Jacob, Local 251
 Jackie Jenkins, Local 891
 Susan Jennik, Local 966
 Marty Jensen, Local 407
 Jerry Jewett, Local 957
 Laurie Kelly, Local 25
 Diana Kilmury, Local 155
 John Kirby, Local 135
 Joseph Kirkwood, Local 107
 Eddie Kornegay, Local 922
 Robert Kreft, Local 600
 Barry Krzyzewski, Local 429
 Robert Langford, Local 120
 Michael Laslett, Local 174
 Matt Latzo, Local 355
 Klaus Laufer, Local 600
 Keith Laughbaum, Local 957
 Anthony Lopez, Local 641
 Terry Lovan, Local 667
 Travis Lynch, Local 667
 Steve MacDonald, Local 490
 Junior Mann, Local 100
 Selma Marks, Local 966
 Clarence Marston, Jr., Local 443
 Bob Marshall, Local 572
 John Matthews, Sr., Local 82
 Bob Mattingly, Local 896
 Stephen Mayer, Local 525
 Bob McDonald, Local 492
 Michael McGowan, Local 667
 Rick McMurtry, Local 657
 Francis McSweeney, Local 710
 Ken & Maryann Mee, Local 287
 Duane Meyer, Local 287
 Tom Michaels, Local 407
 Doug & Joyce Mims, Local 728
 Wayne Moffitt, Local 82
 Gilbert Morales, Local 70

Gene Moriarty, Local 677
 Ronnie Mullis, Local 728
 Sandra Nuzzolilo, Local 170
 Victor Nuzzolilo, Local 170
 John Paschal, Sr., Local 391
 Leavern Pate, Local 667
 Grace Peterson, Local 792
 Herman Peterson, Local 792
 Jim Pitts, Local 135
 John G. Platt, Local 150
 Sandy Pope, Local 851
 John Reed, Local 26
 Lucio Reyes, Local 601
 Ron Rhodes, Local 301
 Don Riccio, Local 429
 Carl & Anita Richardson, Local 822
 John Riojas, Local 657
 Doug Roberts, Local 651
 Almiron "Bud" Robinson, Local 142
 Raul Rodriguez, Local 630
 Jimmy Roker, Local 983
 Roger Rotoni II, Local 327
 George Saavedra, Local 490
 Michael Savwoir, Local 41
 Michael Schaffer, Local 377
 Lorene Scheer, Local 206
 Ken Schneider, Local 600
 Duke Simpson, Local 407
 John G. Simpson, Local 305
 J. Anthony Smith, Local 639
 Willie Smith, Sr., Local 413
 Joe Stabilito, Local 249
 Michael Stanfill, Local 5
 Calvin Staten, Local 557
 Leon Stefan, Local 795
 Hank Steger, Local 988
 Eileen Sullivan, Local 295
 Gail Sullivan, Local 283
 David Sword, Local 174
 Laurence Talbott, Local 100
 Gordon Teller, Local 741
 Ron Teninty, Local 315
 Mauricio & Jean Terrazas, Local 63
 J.C. Thomas, Local 667
 Bill Urman, Local 792
 Ron Wheeler, Local 828
 Jack Widmer, Local 24
 Henry Wierzbowski, Local 177
 Robert Wittmann, Local 688
 John & Nancy Youngermann, Local 688
 John Zuraw, Local 639
 Arizona TDU Chapter
 Gateway TDU Chapter (St. Louis)
 Local 743 Rank & File Slate
 Members of Local 480
 Minnesota TDU Chapter

TDU Constitution

Article One: Name

This organization shall be known as Teamsters for a Democratic Union.

Article Two: Object

The object of this organization is to strengthen the Teamsters union from within by building a unified movement of rank and file Teamsters that is organized to fight for rank and file rights on the job and in the union, as summarized in the Rank & File Bill of Rights. We aim to bring the Teamsters union back to the membership. We do not advocate secession from the Teamsters union, or "dual unionism" in any form whatsoever.

It shall be an object of this organization to promote the quality of working conditions and safety in the trucking industry and of Teamsters generally.

This organization shall seek to unite with all bona fide rank and file Teamster groups. With that purpose in mind, TDU will strive to develop common areas of work, a unified strategy and a coordinated leadership with any other such groups. Where such other groups have a proven strength and individual identity, they shall not be required to give up that identity. Rather, we would seek agreement on strategy and program and a leadership that would strengthen the rank and file movement.

Article Three: International Organization

This movement shall be based on individual members and on local chapters of Teamsters organized under the same name. The highest policy-making body of the movement shall be the annual convention. The movement shall elect an International Steering Committee (ISC) as the body to govern it between TDU Conventions.

Article Four: Local Organization

This organization shall build and be built upon local chapters in cities or individual union jurisdictions with elected steering committees to lead those chapters.

Article Five: International Steering Committee Responsibilities

It shall be required of the ISC that they provide leadership for the organization between conventions. The ISC shall have the power to choose administrative people to help run the organization should finances permit. The ISC is entrusted with the power to make certain that the will of the organization, as decided at the annual convention, is carried out.

The convention shall elect the Inter-national Steering Committee and three (3) numbered alternates. In the event one or more committee members are absent from an entire steering committee meeting, the alternate(s), in order, shall fill the temporary vacancy or vacancies. The alternates shall be used to fill any possible permanent vacancies that may occur in the ISC. The size of the ISC shall be set by the convention.

It shall be a particular responsibility of the ISC to:

- ♦ put out a newspaper for the organization as a whole;
- ♦ manage the organization's finances;
- ♦ keep communications going within the group and between chapters;
- ♦ support local chapters in their activities and help build and coordinate regional activities;
- ♦ coordinate campaigns as needed;
- ♦ plan the convention;
- ♦ support the work of the Teamster Rank & File Education and Legal Defense Foundation, and coordinate efforts to defend the rights of Teamster members to a job, pension and a strong and democratic union;
- ♦ raise funds.

The International Steering Committee shall be authorized to maintain, in addition to the

International office and any regional offices which may be established, a registered office in Washington, D.C., staffed by a registered agent. The ISC shall oversee the work of this office, which shall include:

- promoting the safety and quality of working conditions in the trucking industry and among Teamsters generally;
- developing new government measures concerning occupational safety and health and the enforcement of existing measures in this area;
- aiding the fight against corruption in our union;
- conducting the research and aiding the publication of educational publications on health, safety and pension rights of Teamsters.

The ISC shall be authorized to establish an Editorial Committee for TDU's newspaper. The National Organizer shall be responsible for the content of the publication and answerable to the ISC which shall set editorial policies.

Article Six: TDU Officers

Following the election of the International Steering Committee, the convention shall elect eight officers from among the ISC members for the following offices: four Co-chairs, a TDU Organizer, and three (3) Trustees. The responsibilities of the officers shall be as follows:

The Co-chairs shall chair ISC meetings. Whenever possible, they shall be the spokespersons for TDU as a whole. They shall, along with the TDU Organizer, set the agenda for ISC meetings and make other such decisions between ISC meetings, but shall not be empowered to decide on policies or programs for the group as a whole.

The TDU Organizer shall coordinate the day-to-day functions of the organization and act as spokesperson in the absence of the co-chairs.

The Organizer shall, along with the Co-chairs, set agendas and make decisions regarding the implementation of the organization's policies, but shall not be empowered to decide on the policies or programs of the group as a whole.

The Trustees shall meet before the ISC meetings to go over the books and financial statements, along with the accountant(s) in charge. They shall have full access to all financial records, books, receipts, and other material needed to verify the books. The Trustees shall also meet as a Financial Subcommittee, along with the TDU Organizer, to make recommendations to the Steering Committee on finances, staff and fund raising.

Article Seven: Chapter Responsibilities

Local chapters shall be active in local issues, grievances, contracts, and try to publish local newsletters or newspapers as organs of TDU. Local chapters shall be responsible for their own finances. Local chapters shall follow policies agreed to by the organization at the annual convention.

Article Eight: Individual Member Responsibilities

All individual members of TDU must pay dues. TDU is an activist organization and as such relies on TDU members



to take an active part in TDU and in our union. This includes distribution of TDU literature, recruitment of members and participation in TDU activities and in our union.

Although the TDU international organization does not endorse specific local union candidates, we recognize the importance of participation in local unions and in elections by TDU members and chapters. Members who run for office are encouraged to do so in a principled manner, in support of the TDU Bill of Rights. Those who get elected are expected to continue to support and build TDU and to work for reform of our International Union. TDU will promote the highest principles of unionism among Teamster officers, and we will work to defend the rights of all Teamsters to free and fair elections.

Article Nine: Responsibilities of the Convention

It is recognized that the convention is the highest body and holds ultimate decision making power in TDU. As such, it is required of the convention that a policy and program for the coming year be decided upon for the guidance of the International Steering Committee and members and chapters.

All votes taken within this organization shall be decided by simple majority (50% + 1).

Article Ten: Membership Rights

All Teamsters and Teamster spouses are eligible to become members of TDU. However, the organization reserves the right to exclude those who are opposed to TDU or its principles. All members have a right to attend the convention. All TDU members who are in attendance have the right to full voting and discussion rights on all matters before the convention. Subject to ISC approval and discretion, individual members have the right to attend and speak in an orderly fashion at ISC meetings.

Article Eleven: Finances

Every member of TDU shall be required to pay to the TDU office dues as determined by the conventions. Dues amounts and policies shall be changed only by convention vote.

All members shall receive a subscription to the TDU newspaper. Recognizing that such a dues fee would not begin to meet our real expenses, the ISC is empowered to enact voluntary pledge and donation systems for those members who have expressed their ability to pay more than the minimum.

Article Twelve: Political Independence

TDU shall remain independent of any particular political organization. Further, no member may use the resources of this organization for his or her own political advancement. This clause is in no way intended to restrict individuals from following their own particular political ideology, but is written merely to protect TDU from being characterized as supporting one particular party or organization.

Individual members shall at all times retain their individual right to speak out publicly as an individual in support of their own political beliefs.

Article Thirteen: Amendments

This Constitution shall be amended only at TDU Conventions. Amendments shall be submitted one month in advance and mailed to local chapters for consideration as soon as possible in advance of the start of the convention. They can be mailed by any member to the TDU office. They shall be made available to the convention, and shall be voted on. Those passed by a majority (50% +1) shall become effective immediately and be incorporated into this Constitution.

Convention Rules

I. THE CONVENTION RULES

The rules are based on Robert's Rules of Order, but there are some important differences. The most important is that the TDU Constitution (Article 9) provides that:

"All votes taken within the organization shall be decided by a simple majority (50% plus one)."

II. THE CONVENTION COMMITTEE

The Convention Committee should be established and accepted by the convention at the beginning of the first session. It is responsible for making recommendations to the convention for changes in the agenda. Also, at the beginning of each session, the Chairperson will propose to the convention a procedure for handling of that session. These recommendations will be voted upon by the convention.

The purpose of the Convention Committee is to help make it possible for the convention to spend as much time as possible on the issues and as little as necessary on the procedural hassles.

1. Whenever possible, all proposals to change the agenda should first be brought to the Convention Committee.

2. Any new resolution not already on the agenda should first be brought to the Convention Committee so it may make a recommendation on where the resolution should be placed on the agenda.

III. VOTING

Votes are carried out in several ways:

1. Voice Vote.

2. Member Card Showing (at the discretion of the Chair or on demand from any member).

3. Member Card Count ("Division of the House"). Because this takes so much of the convention's time, this will only be done when the chair finds a card showing too close to call, or when at least thirty delegates think that it is necessary.

IV. DISCUSSION

1. Unless otherwise provided, each speaker will be limited to three minutes and no speaker will speak twice on the same motion when others are waiting to speak for the first time. The chair may ask someone who has already spoken to answer a question if it would clarify things and the person who made the motion may be allowed to sum up.

2. Where no time limit for the total discussion has been proposed, the chair must propose one.

3. The discussion should be relevant to the motion on the floor.

V. MOTIONS AND RESOLUTIONS

Unless otherwise provided, the general procedure in Robert's Rules of Order will be followed. One motion is considered at a time. If someone makes an amendment, it will then be discussed and voted upon before going back to the main motion or other amendment. (There may be an amendment to an amendment, but there may be no amendments to amendments to amendments.) However, when two or more motions or amendments are directed to the same point, it sometimes makes a lot more sense to discuss them together so people may compare them directly. In these cases, procedures may be proposed by the Convention Committee or chair, for approval by the convention, to consider two or more motions or amendments together.

VI. MISCELLANEOUS MOTIONS

As in all other motions, these require only a simple majority to pass. Where a motion is described as not debatable, the chair may suggest some limited discussion if there appears to be some confusion.

1. To Table: not debatable.

2. To Refer (e.g. to a committee) or To Postpone (to a specific time): should have limited debate

(e.g. two speakers for and two against a proposal).

3. To Reconsider: Must be made by someone on the winning side. Should have limited debate unless the procedure is suspended.

4. Procedural: For suggesting a procedure to handle a certain point (e.g. to extend the time for discussion or to consider two motions together); not debatable.

5. To End Debate and Come to a Vote ("To call or move the question"): Must be made by someone who has not yet spoken on this motion; not debatable. Before taking the vote on ending debate, the chair should first ask for a hand showing of those who do not wish to end debate so members may make an informed decision.

VII. QUORUM

A quorum shall consist of 50% of the number of members registered for the convention. A call for a quorum may not be shouted out or interrupt a speaker, but must come after being recognized by the chair. A call for a quorum is out of order for one hour after a previous quorum call. If a quorum is lacking, the following business is still in order:

- ♦ motions about when to meet again
- ♦ motions directed toward getting enough delegates for a quorum
- ♦ motions to refer business to the International Steering Committee
- ♦ good and welfare
- ♦ motions to adjourn and recess

VIII. MISCELLANEOUS POINTS

Normally people will be recognized to speak by lining up at the microphones or in some other fair manner. There are certain occasions when it is necessary to get recognized more quickly. This is accomplished with one of these points. All may be made by shouting out. Except for "personal privilege," you may not interrupt someone while they are talking. Following Robert's Rules of Order, if the chair feels an individual is abusing these points, the chairperson does not have to recognize the abuser.

1. Point of Personal Privilege: To be used only when there is difficulty in participating in the meeting, such as inability to hear, too much commotion, smoke, draft, etc. This point may not be used as a way of getting the floor to answer a verbal criticism if you believe you were misunderstood or misquoted.

2. Point of Procedure: To be used when you wish to make a motion to change the procedure (e.g. to propose that we have two speakers for and two against this motion).

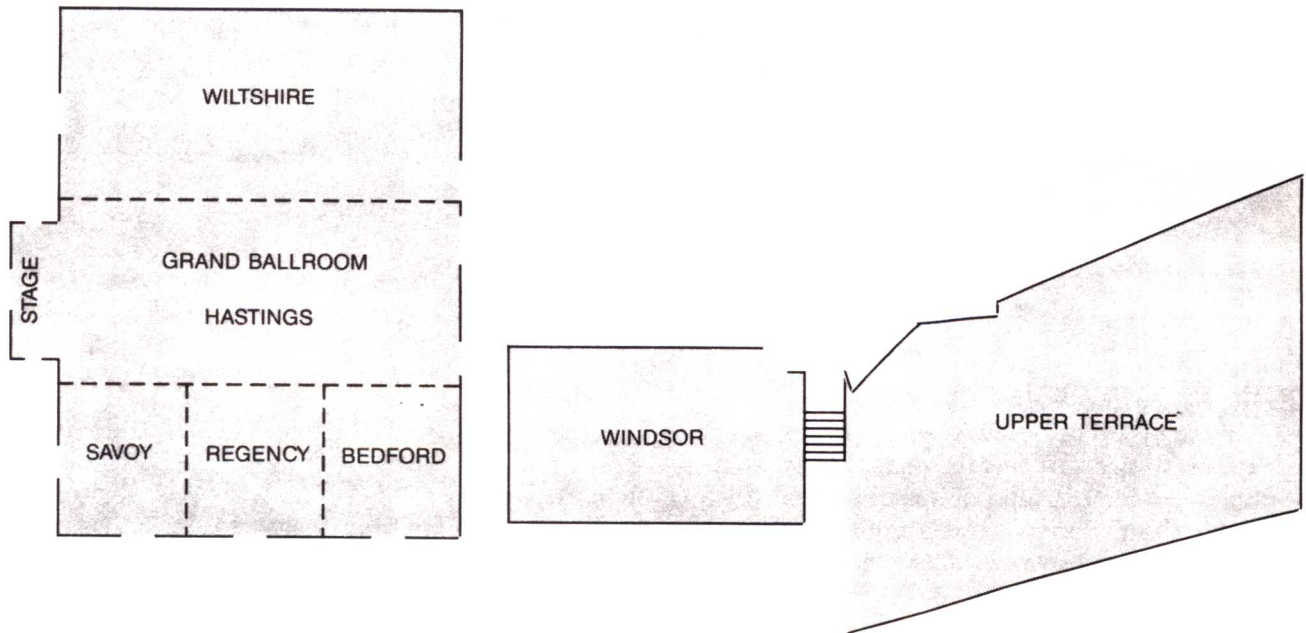
3. Point of Order: To be used to call attention when it is felt that the chair or the body is deviating from the previously adopted procedure. (e.g., "Our procedure calls for our coming to a vote at this time.") May be used to challenge a ruling of the chair.

4. Point of Information: To ask a question of the chair. May **not** be used to "give information" or ask a question directly of another member.

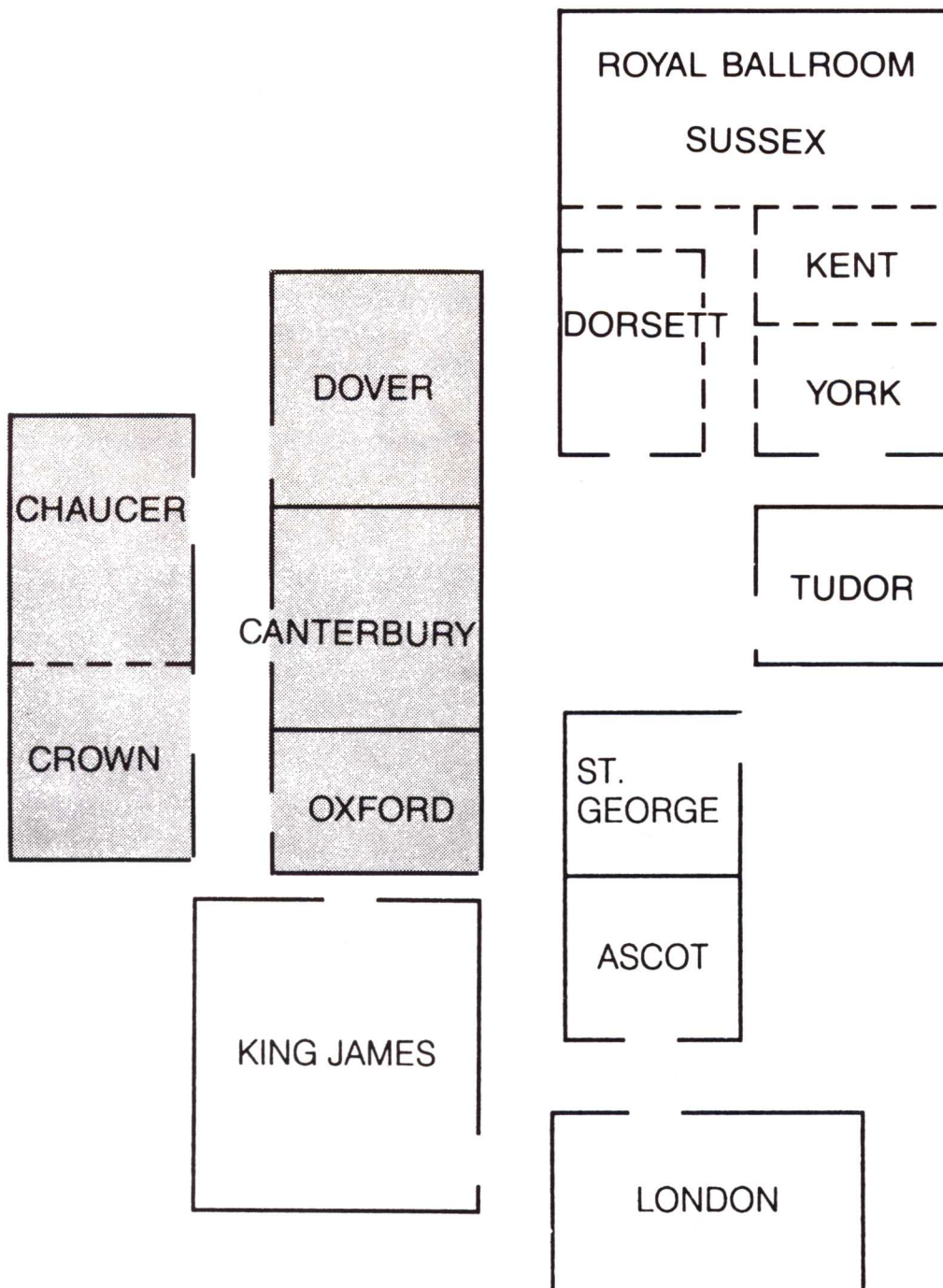


Floor Plan

First Floor



Second Floor



Solidarity Forever

by Ralph Chapin

*When the union's inspiration through
the workers' blood shall run,
There can be no power greater
anywhere beneath the sun.
Yet what force on earth is weaker than
the feeble strength of one?
But the Union makes us strong.*

Chorus:

*Solidarity Forever!
Solidarity Forever!
Solidarity Forever!
For the Union makes us strong.*

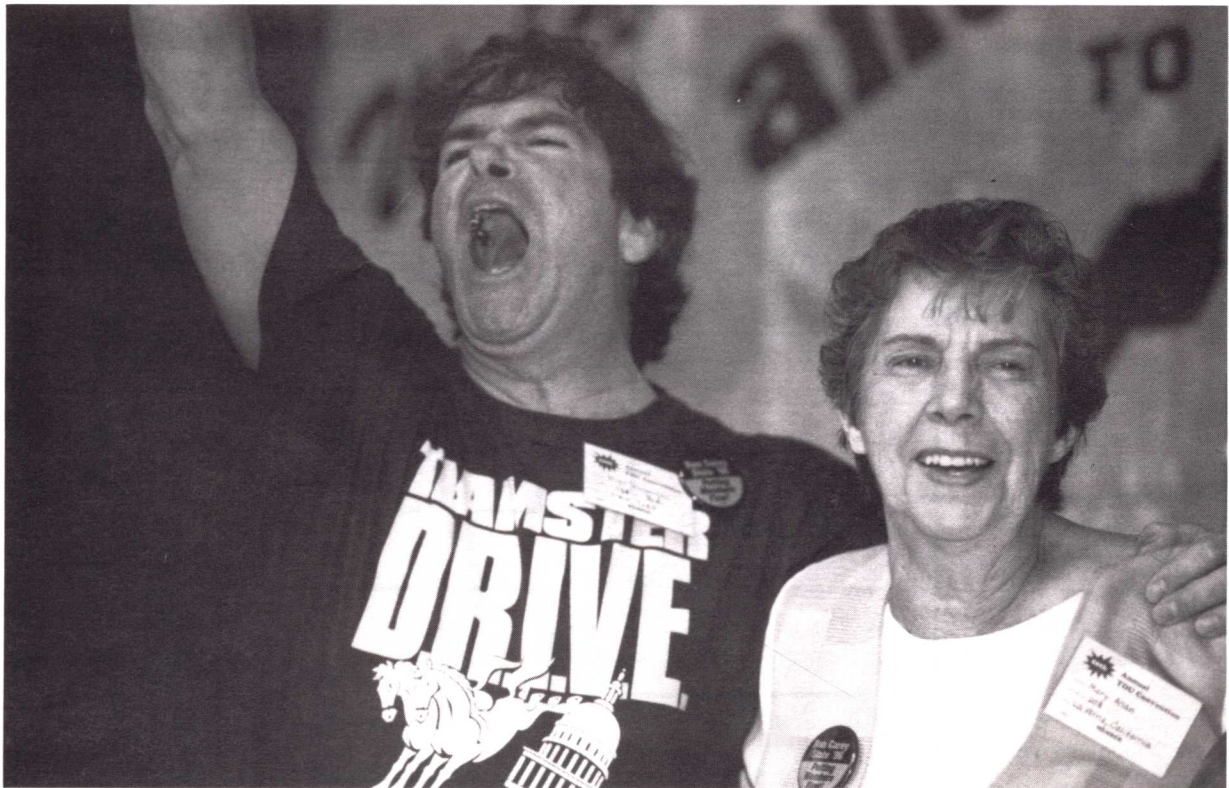
*It is we who plowed the prairies, built
the cities where they trade,*

*Dug the mines and built the workshops.
endless miles of railroad laid.
Now we stand outcast and starving
midst the wonders we have made,
But the Union makes us strong.*

Chorus

*They have taken untold millions that
they never toiled to earn,
But without our brain and muscle not a
single wheel can turn.
We can break their haughty power, gain
our freedom when we learn
That the Union makes us strong.*

Chorus



Rank and File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International Vice Presidents elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

VOTING CARD

1996 TDU Convention

Oct. 11-13, St. Louis

Voting in main convention sessions may be by voice vote, voting card or voting card count.

Voting for International Steering Committee will take place on Saturday, Sept. 12. See program book for exact times and places.

Be sure your name is on your card. **You must present this card to receive your ballot.**

If your card is lost or destroyed go to the registration table or TDU Convention office for replacement.

KEEP THIS CARD WITH YOU

Name Joseph Allen

Local 25